

LOCAL I-S NEWS

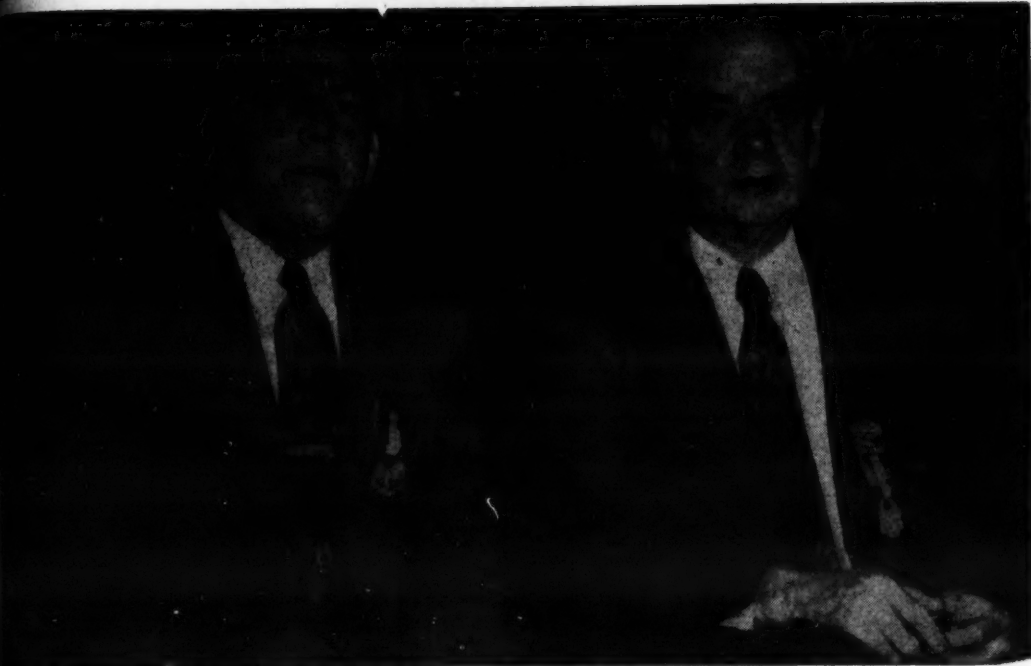
for department store workers

4, NO. 8

264

DECEMBER 1, 1952

Philip Murray Is Dead



The late Philip Murray and Local I-S President Sam Kovenetsky intently followed discussion of department store organizing at the last national convention to be held before Mr. Murray's untimely death.

Philip Murray is dead. Sixty of his sixty-six years were spent in hard work and richly rewarding struggle.

Philip Murray's tireless devotion to the cause of labor earned him the love of millions of "common people" and the grudging respect of those who sat opposite him at the bargaining tables—the bosses.

From the time he was taken to his first Union meeting at the age of six, by his coal mining father, Philip Murray held his place in the ranks of the workers.

From the time he started to mine at the age of ten, to the day he died, Philip Murray fought to defend the rights and improve the conditions of the wage earner. In 1936 Philip Murray, who was then Vice President of the United Steelworkers, was asked to tackle the job of organizing the steel workers along industrial lines. The skill and vigor he brought to the assignment resulted in organization of 75% of the industry by the end of 1937.

His drive to crack the open shop policies of the steel industry led to the Republic Steel Co. to answer the guns and clubs in the infamous Memorial Day Massacre of 1937. Under his leadership the workers went on to form one of the largest and most powerful unions ever known to the labor movement in this country.

In 1940, John L. Lewis, who had led the break from the AFL in 1938, supported Wendell L. Willkie for the Presidency of the United States. When his candidate lost Mr. Lewis resigned his post and Philip Murray reached the high point of his fabulous career.

From 1940 until November 9, 1952 Philip Murray served labor as the first and only President of the United Steelworkers of America and as the national President of CIO.

His qualities of leadership faced their sternest tests during the war years of World War II. He succeeded ably in maintaining the unity which had already advanced CIO to its top ranking position and he also successfully led the fight which enabled labor to preserve its living standards through an equitable system of government controls on prices.

Within a month of the end of the war Philip Murray was again on the offensive to win substantial wage increases. He, more than any other individual, was responsible for the winning of the first, second, third and fourth post-war "rounds" of raises.

For the 8,000 of us in Local I-S the passing of Philip Murray means the passing of a friend. To him, department store workers were important people in terms of the vital role they played in the final distribution of the factory

worker's product and in terms of the part they could play in helping to raise the standards of all workers.

Philip Murray did all he could to avert the break which led us out of CIO in 1948 and welcomed us back with open arms in 1951.

It is most unfortunate that more of our members did not have an opportunity to get to know Philip Murray personally. But those who did were awed by his tremendous personality. Strong men felt puny next to his strength. The loud voice were quiet alongside this quiet man. His warmth and gentleness and humor, along with his will of steel, his determination and his ability, placed him in the seat of greatness.

Not we alone, as members of the CIO, have lost a friend and leader. Our entire country is the loser. There can be no questioning the fact that Philip Murray represented the best interests of our nation as he led the unified struggle for industrial organization. For out of that struggle came organization of the basic industries and unity that contributed mightily to victory of the United Nations over the Axis enemies of World War II. Out of the struggle came unity of political action that defended the social gains of the New Deal against the homefront enemies of progress.

As Philip Murray lived for us as workers, so did he die for us. We mourn our loss.

Union Hits Macy Bid For New Arbitration As Evasion of Real Issue

In a further effort to befog the real meaning of Arbitrator Emanuel Stein's award of six and seven-eighths cents per hour and to further stall proper payment of the award to the 8000 members of Local I-S, Macy's notified the Union that they were going to ask another arbitrator to decide whether or not Professor Stein meant what he said in Provision Number 3 of his decision. The company made another desperate attempt to confuse the issue by distributing a leaflet that Local I-S officials

described as "the most dishonest thing they have ever known Macy's to do."

President Sam Kovenetsky rejected the company's arbitration proposal as only leading to "a series of disputes and arbitrations arising out of the award." He again asked Macy's Vice President in charge of Personnel and Labor Relations to state, in writing, what the company intends to do about the entire award, so that the differences can be clearly understood before presenting them to an arbitrator.

President Kovenetsky also pointed out to the company that since they were disputing the meaning of the phrase "straight time hourly rates of pay" it would be proper

(Continued on page 2)

I-S SAYS MACY CONDITIONS LED TO DISCHARGE

Working conditions in the Book Department, which had been protested as "impossible" led to the disputed discharge of Bess Benoit for "violation of store rules."

When "open floor selling" replaced behind-counter selling in the department, the workers filed a grievance which called Macy's attention to the problems the change created. They called attention to the impossibility of giving proper customer service while at the same time obeying rules which provide for the handling of only one customer's money at a time, because of the distances involved in reaching a register while waiting customers clamored.

Management acknowledged the existence of the problem, and Divisional Superintendent Werneken agreed to remedy it. Four weeks later, and perhaps too late to help Miss Benoit, the problem still remained. Bess Benoit had long distinguished herself in Macy's eyes. She had been held up as a shining example to be followed by all.

When Protection found her succumbing to the difficulties of the department and violating the rules, they did not even dare insinuate that she had been dishonest. They turned the case over to Macy's Selling Service chief, Thomas O'Neil who frankly admitted that there was no question about her honesty, but who said that she had to be fired for breaking regulations.

Local I-S Administrator Tom Raffaele demanded that the penalty be reduced to nothing more than a warning, based on Miss Benoit's excellent record. He charged Protection with aggravating an already impossible situation which management had promised to remedy, but hadn't. His

(Continued on page 2)

Alert Office Workers Halt Illegal Work

Shop Steward Dorothy Francis and Floor Committee Chairman David Krakauer, of the Office Division, cracked down on violations of the contract with a grievance charging an executive with the performance of staff work on Saturdays, a day most Union members in the Division have off.

Their grievance declared that, "this is a direct violation of the contract agreement between Local I-S and Macy's and should be corrected immediately."

Management, faced with the clear language of the contract, replied, "I have taken this matter up . . . and corrective measures will be taken immediately so that this situation will not occur in the future."

Said Dave Krakauer, "Our actions are the best proof to Macy's that we don't put things in the contract for the fun of it. Enforcement is the only guarantee that the contract will provide the security the Union wrote into it!"

Starting Now—"Macy's: Merchants of Misery"—On Page 3

BRANCH STORE NEWS

PARKCHESTER

Get well wishes for Rose Rayburn (P8), Doris Shoemaker (P12) and Dolly Dolan (P10) . . . Wedding bells will be ringing soon for the daughters of Dottie Holbrook and Mrs. Lewkowitz . . . We're glad to have Mrs. Chadnick back with us after a long illness . . . Mrs. Ziegler found \$1,335 and returned it and got a reward. Not long after that she won a set of tables in the recent sales promotion contest. It really begins to look as though honesty is the best policy! . . . Union elections are coming soon and if you want to circulate or return a nominating petition see either myself, Margie Lyons or Al Smith in the Waldorf from 12 noon to 2 P.M. on Mondays through Fridays . . . We got off to a good start with the collection of the Defense Fund Assessment. If we bear in mind that it is like paying a monthly premium on the best insurance policy money can buy, we'll be sure to get our payments in on time every month until the end of negotiations. We see lots of evidence, some big — some small, of the company's "get tough" approach. We know that our best protection lies in building our strength to the point where we just can't lose. This means not only paying our assessment promptly, but taking up every grievance and fighting them all the way through. That way our contract will keep meaning all the fine things it says!



Margaret Lyons

FLATBUSH



Mel Melnyk

Just about everyone I know turned out to bowl last week and all had one heck of a good time. If you haven't come as yet, see Hal Brink (F9) . . . New faces are appearing all over the store. Many of them might just be Xmas help and others may stay on. Let's accept them as possible Union members. Tell them the score and get them to be Union conscious. Your job as well as theirs may depend upon it . . . Susy Glickman of Women's Accessories will be leaving us soon to take on a better position. Best of luck, Susy. We all hope things will turn out exactly the way you want it. We'll miss you . . . Betty Neuman of Houseware, still in hospital. Get well soon, Betty . . . John Benninatti now selling in Housewares . . . Elections for a new Union administration will soon be under way. Slates will be presented in the near future. Watch this column for interesting election comments . . . Anybody see the interesting article in the Times financial page? Something about Macy shareholders receiving dividends higher than last year? And that business was so lousy that all they (Macy's) could do is purchase two new locations for new stores. Improve Branch Stores investment? . . .

WHITE PLAINS

Our Welfare Fund Dance was the very huge success that each and every one of us knew in advance it was going to be. All who came had a truly wonderful time and agreed that a loud round of applause should be given to the Committee that handled all the arrangements. Everyone was delighted with the skill our local talent displayed on the entertainment end. Our distinguished guests for the evening were President Sam Kovenetsky and Mrs. Kovenetsky, Vice President and Mrs. George Gurian and Administrator and Mrs. Tony Puca. We were glad to see Tony again — and all the others, too. We made a small profit for the evening, which means that our Welfare Fund will be able to go ahead with its very worthwhile and badly needed work . . . All Shop Stewards are urged to be sure to come to the regular monthly meeting in order to keep up with all developments and to exchange experience and know-how . . . Lots of people are really disgusted with the company. Macy's consistently ignores many long-service workers when it comes to making sponsors and so on. Partly because of this, but for other reasons, too, there has been a very poor response to the Christmas Attendance bonus. Most people want to see the company offer more of an incentive for the grueling grind. Without it, they would be just as willing to sit it out . . . We're sorry to hear that Milly Boland (China) and Miss Miller (Service Desk) both out ill. Hope to see both of you back with us real soon and in the best of health.

JAMAICA

We're all glad to see Marty Martino back with us and on his old job (Bulk Packer). Marty is just back from Korea . . . The very best of luck to Donald Hanft (J6) on his engagement to Sophie Rado . . . There's no question about it — Mrs. May Jackson (J10) is the happiest of all mothers in Jamaica (at the very least!). Her daughter and her three grandchildren are back home from Hawaii . . . Glad to see Arthur Lo-Prinzo back with us. He had been out ill . . . Our deepest sympathy to Sadie Bornach (J5). Her father passed away and we are all sorry . . . Also sorry too that Administrator Pat Favoino's little girl has been ill for the past few weeks. Let's hope for a speedy recovery . . . There's one department that likes a good time, and that's our telephone operators. They'll have a party for every occasion. This time it's a birthday party for Florence Greishaber — dinner at the Towers Rest and then to New York to see "The King and I" . . . Happy Birthday, Florence . . . Back to pay us a visit were the Cachone twins, Bill and Bob. The Marine Corps sure seems to be doing wonders with them, but they don't agree with me. They say they would rather work for Macy's . . . Murray Rimland (J10), who we call the "hardluck guy" . . . is rumored going to Herald Square temporarily. Lots of luck, Murray.



Alfred Chiarella

Union Hits Macy Arbitration Bid . . .

(Continued from page 1)

to ask an arbitrator's ruling on the language of the contract's clause 3.22B under which the Union reopened the agreement for the now disputed increase in straight time hourly rates.

In response to the company's notification that they were asking for an arbitration without having stated all the differences, President Kovenetsky sent the following letter to Mr. Fischer:

"I have your letter of October 31, 1952, which may have been intended as an answer to my earlier letters and to my telegram of October 29, 1952. Your letter, however, does not answer the question I asked you.

"Let me spell out this problem once more.

"Back in December, 1950, Macy's and Local I-S entered into an agreement which provided for its limited re-opening as of February 1, 1952, and for arbitration of specific limited issues if we failed to agree. We did not agree; we went to arbitration; we have an award.

"That award requires Macy's to do certain things. It imposes no new obligations on the Union or its members. Under the circumstances, it would be reasonable to expect that Macy's would put into effect the provisions of the award without quibbling. If the award were vague in any of its provisions, one might also reasonably expect that Macy's would set forth in writing how it intended to apply the award, submit that statement to the Union, and see if there were not agreement on the meaning of the award.

"I concede that one or two of the provisions of the award could be interpreted in more than one way — but this concession does not apply to the wage provision of the award. As far as that provision is concerned, I do not see how in good faith there could be any doubt as to the effect of the Stein decision.

"We have met with you, as you say, to try to iron out the differences of interpretation and, as you know, you yourselves have changed your own interpretations, or at least there is a difference of opinion on your side of the house as to how some of the provisions should be carried out. Perhaps that is why you are so reluctant to take some positive action on applying the award.

"As you are aware, our discussions were off the record and informal, and it was clearly understood that we met to see if, by talking out our problems, we might arrive at an understanding.

"It is my impression from those discussions that we may be in agreement on everything except provision No. 3, but since our discussions were off the record I have no guarantee of that. Consequent-

ly, the very first step, if we are to have an early agreement, is to tell us in writing how you intend to apply each provision of the award, exclusive of No. 3. We already have your written position on that.

"When we have your written position, we can determine at a glance the extent of our dispute. If we then have differences of opinion as to the intent of Dr. Stein, let us go back to Dr. Stein on those matters immediately. If, however, we have a difference arising out of the meaning of some provision of the basic agreement, we are prepared to use the machinery of the contract to resolve those differences.

"What I am particularly opposed to is a series of disputes and arbitrations arising out of the award. Therefore, I do not propose to take any step toward clearing up these matters one by one. Let's get the whole thing on the table and then we will know where we stand. Therefore, again I urge that you will let me have in writing without delay your statement as to how you intend to apply each provision of the award.

"Now as to item 3 of the award: Pursuant to the reopening provision in Section 3.22B of the basic agreement, Dr. Stein was asked whether there should be an overall increase in the straight time hourly rates of pay. Dr. Stein's answer is: 'Straight time hourly rates of pay shall be increased by 67/8c per hour.'

"The question posed by the reopening provision could not have been answered more concisely, more directly or more clearly.

"As soon as we have set up a procedure to resolve all of our differences arising out of the Stein award, we will be prepared immediately to arbitrate our dispute arising out of the meaning of the words 'straight time hourly rates of pay' in section 3.22B. I suggest that the question to be submitted to the arbitrator be framed as follows: 'Does the phrase 'straight time hourly rates of pay' in Section 3.22B of the basic labor agreement mean the 'straight time hourly rates of pay' in the wage structure?'

"If the arbitrator answers that question affirmatively, the issue is disposed of. If he answers in the negative, there is then the question: 'What is the proper application of the phrase 'straight time hourly rates of pay' in Section 3.22B of the basic labor agreement?'

"I am sending a copy of this letter to the American Arbitration Association so that the Association

will have on the record before it the reason for the Union's not at this time participating in the selection of an arbitrator on the issue you have chosen.

"Very truly yours,
"Sam Kovenetsky,
"President."

Takes Issue to Members

Less than one week after the Local I-S leader had rejected Macy's bid to fight the wrong war at the wrong time, Local I-S took the issues in the case to the entire membership.

A leaflet distributed at Herald Square and all the Branch Stores warned the Union's members that "\$2.75 is not 67/8c for 40 hours." The handbill warned that "Macy's refuses to add 67/8c to your hourly rate. They say they want to give you a raise of \$2.75 for a 40 hour week as a new 'Red Circle' rate."

"If they can do that they can take your raise away from you when they transfer you to another job — they can withhold any or all of it if it would put you over the maximum rate for your job — they can refuse to give it to you if you were hired after last February 1st!"

The Union concluded its warning with a call to the membership. It said, "Don't allow Macy's to shortchange you. \$2.75 is not 67/8c an hour. Macy's can, and will, take the \$2.75 away from you. 67/8c an hour in the wage structure is YOURS for as long as you have your Union."

"Stand Firm"

President Kovenetsky urged the membership to "stand firm in the face of Macy's double-dealing and double-talking. Since the days of our very first negotiations with them, Macy's has done everything possible to avoid including our hard-won wage increases in the wage structure. But on every such occasion we have been successful in adding our gains, so that they could not be wiped out. I am confident that we will again win our point. Since victory may take time I feel that I must warn you that impatience plays right into Macy's hands. The company would be glad to get away with just giving you a \$2.75 raise, but it would prove to be here today and gone tomorrow.' It would be cheap for them and expensive for you.

"I know that the money is badly needed," President Kovenetsky concluded, "but I also know that the best way to get it is to fight to force Macy's to fully abide by arbitrator Stein's award. We are doing everything in our power to win full payment as quickly as possible."

Teamwork Wins Back Job For Wrongly Fired Worker

Macy's poor rating in "Labor Relations" took another drop when they discharged Gwendolyn Sealy, Packer-Cashier on the Eighth Floor, for "excessive sales register errors" and then had to re-instate her when Local I-S proved to them that they had acted in haste and without the facts.

Steward and Floor Committee member Helen Roberts refused to believe it when she heard that Macy's put an end to Miss Sealy's four years in the store without bothering to investigate the facts. Miss Roberts herself played detective and learned that two other people in the department had been using the same cash box.

The other two Union members gave an outstanding example of unity when they signed statements acknowledging that if Miss Sealy

was to be held responsible so too should they. Faced with such absolute proof that they were wrong to point a finger at any one person, Macy's backed down.

Miss Sealy was promptly reinstated to her job, with no loss of pay. Administrator Bill Roschick frankly admitted that, "without the terrific cooperation given by the people of the department we couldn't have even hoped to win Miss Sealy's job back. But the interest shown by her co-workers and the teamwork they all displayed in getting to the bottom of things really put Macy's to shame. The company wanted blood — anybody's — but the people and the Union wanted justice. We got what we wanted, but only through the efforts of a really wonderful group of people."

Start

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Start Now — "MACY'S: MERCHANTS OF MISERY" — A New Series

By DICK PASTOR

This is the first in a series of articles entitled "Macy's: Merchants of Misery." It got its name from the hard and nasty fact that Macy's, through the Zurich Insurance Company, has contested every one of more than 200 claims for Workmen's Compensation that have passed through the hands of just one lawyer. From this we feel fully justified in concluding that the same is true of other cases handled by other attorneys.

In the introduction to this series, printed in the November 15 issue of the Local 1-S NEWS, we quoted the Union's compensation lawyer Mr. Joseph DiFede as follows: "... If it were up to them,

(Macy's) nobody, or hardly a soul, would get a cent as a result of on-the-job injuries or disabilities sustained as a result of their job. Why? Because Macy's thereby saves a little money on their insurance premium."

Closer Examination

A closer examination of the facts has revealed additional, and more sinister reasons for the attitude and actions of the "largest store in the world."

A number of facts, questions and answers came out of a typical compensation case:

Miss "K" was slightly bruised in an auto accident while riding with her husband. She called to say that she couldn't come in to

work and she missed one day from the job.

The following day Miss "K" bent down to get some merchandise from a drawer and suffered severe pain in her back. The next day she again called to say that she could not report for work. She also called her own doctor. She was out on sick leave from mid-February until the latter part of April. She received approximately \$360 in Sick Leave pay as provided for under the Local 1-S contract with Macy's.

When the compensation claim was filed, Macy's, through their insurance company, called a doctor, a nurse and two of Miss "K's" co-workers as witnesses. When these four people failed to upset the medical testimony offered on Miss "K's" behalf the company asked for an adjournment so that they could bring in two more doctors as company witnesses in an effort to prove that Miss "K's" back was injured in the auto accident and not in line of duty.

Not So Simple

In spite of 1-S lawyer DiFede's statement that "Macy's can't possibly win this case because all the evidence is in favor of the claimant" the reader might be inclined to say, "Well, I can't see anything wrong so far."

True. But not so simple. Let's look at some of the further facts.

By the time Macy's finishes fighting this case they will have spent between \$75 and \$100 for their doctors' testimony and time lost by the Union members who were pulled into the case as witnesses.

Macy's owes Miss "K" nothing, because she had been paid out of Sick Leave funds. They are fighting only about doctor bills amounting to approximately \$50!

But there's still more. If attorney DiFede wins the case for Miss "K" Macy's will get back \$320 of the \$360 Miss "K" was paid as Sick Leave! This money would be re-paid from State funds and the law says that Macy's must get theirs before Miss "K's" lawyer can collect a cent!

If Macy's should win the case against Miss "K" they wouldn't get a penny back from the State and would therefore lose the \$360 they have paid in Sick Leave money plus the \$75 to \$100 they are spending on witness fees!

If Macy's had not contested the case they would have suffered a net loss of only \$40, but they have spared no effort to win the right to lose between \$400 and \$500! Why?

Why? Why? Why?

That "Why?" led us down many avenues of inquiry. Who pays for the time a claimant spends at official hearings while pressing a case? Who was responsible for the

provision of the law that pays the company off before the claimant's lawyer can be paid for his services? Has this provision of the law discouraged lawyers from taking Compensation cases? Was the law deliberately framed in this way in order to discourage workers and thereby discourage workers from pressing compensation claims? Does Macy's contest all claims in order to discourage other workers from using their rights under the law? How much influence does a big policy holder like Macy's have over the conduct of an insurance company in which it is the largest single subscriber? What does Macy's gain by handling this aspect of personnel relation in this way? Is it Macy's "ignorance of the facts" (as some kind souls suggest) or a calculated and vicious company policy that hits the injured and disabled where it hurts?

All these were questions that presented themselves based on a study of Macy's fight to win so that they could lose in the case of Miss "K". Before we began to seek answers to those self-addressed queries we asked ourselves one more. "Is Macy's conduct in Miss "K's" case typical of their conduct in all compensation cases?" The answer is "Yes!" Then the answers to all the other questions began to fall into place.

(To be Continued)

1-S "MAYOR" DIES



"Mayor" Axel Theodore Fredlund, for the last nine years a member of Local 1-S employed in the Supply Department, died recently at the age of 67.

Brother Fredlund earned his nickname of "mayor" when he filed nominating petitions on his behalf as an independent candidate in the mayoralty election campaign of 1933. He later withdrew from the contest and his name did not appear on the ballot. The late Fiorello H. La Guardia was elected in that year.

The picture above was taken of Brother Fredlund at the Local 1-S Welfare Fund Dance in 1951. His formal "cutaway" evening jacket remained as a symbol of his past glories. His presence was firmly rooted in defense of Local 1-S as the champion of its members' best interests.

At the time the photo was taken he said, "I'm still independent and I'm still fighting!" His spirit and determination was honored by all who knew him.

WE ALSO MOURN

Ruth Von Schoeler, (FSS) died Oct. 23
Anna Deering, (204) died Sept. 10
James English, (J6) died Sept. 24

Sorry . . .

Apologies to Agnes Wagner, Executive Board member from the Street Floor, whose name was left out of the Contract Committee story in the last issue. It was a regrettable omission.

LOCAL 1-S NEWS

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1-S FIGHTS FOR PAY FOR CUT vs. A CUT IN PAY

Irene Farnsworth, working on her day off, has been denied her overtime pay by Macy's because she lost the following day from work as a result of a severe cut on her leg suffered in Macy's and due to company negligence.

The company's refusal to recognize its elementary obligations to the people who work for it has been soundly denounced by all Union representatives who have handled the grievance to date.

Administrator Mabel Murther, who first presented the case to Divisional Superintendent Castro, said, "Irene got hurt on the job. She had already worked her overtime day and had, by every standard except Macy's, earned her time-and-a-half pay. Macy's carelessness was responsible for the unsafe working conditions which led to her cut leg."

"The company even had the nerve to at first refuse to replace the stockings Irene ripped in the accident. She was told that, 'You girls will have to be more careful!' But even while Macy's is trying to duck their responsibility they admitted it by the speed with which they removed the bar which cut Irene. If you ask me, they were not only removing a hazard, but trying to remove the evidence!"

Vice President Elizabeth Hammond, who took the grievance to Macy's Fred Fischer, Vice-President in charge of Personnel and Labor Relations, said, "It's criminal that you have to take a case of this kind all the way up to a top official of the company before you can even get a hearing. We do not yet know what the final position of Macy's will be. We are not asking that Irene be paid for the Saturday she couldn't work—we are asking that she be paid at the overtime rate for the Friday she did work. Even if Macy's should find 'legal' justification for their stand, we know that we are morally right. Macy's answer may well depend on how low they are sinking in their 'get tough' campaign against their 8,000 workers and Local 1-S, the Union that represents them."

Nominating Petitions For 1-S Elections Are Still Available



Members of the Elections Committee, which is responsible for the conduct of the nomination and election of officers of Local 1-S are, in front row from left to right: Marion Jurisson, Mary Askew and Katherine Arndt. Standing are: Ceil Alperin, James Roche, Ada Bowen, Alfred Smith, Thomas Melella and George Schick. Absent when the photo was taken were Al Chiarella and Mildred Kniska.

Official Nominating Petitions for the naming of candidates in the coming Local 1-S election of officers will continue to be available at the Union office and at each of the Branch Stores until December 14th, the deadline for filing. Petitions may be obtained as follows:

HERALD SQUARE — At the Union office from 12:15 to 2:15 Monday through Friday. Also, Monday and Thursday from 10:30 A.M. to 11:45 A.M. and Tuesday, Wednesday and Friday from 6 P.M. to 7 P.M.

PARKCHESTER — Monday through Friday until December 12 from 12 noon to 2 P.M. See either Margie Lyons or Al Smith at the Waldorf Cafeteria.

FLATBUSH — Tuesday through Saturday until December 13 from 12 noon to 1 P.M. Also Thursdays from 6 P.M. to 6:30 P.M. See Ada Bowen in the Women's Recreation Room.

WHITE PLAINS — Monday, Tuesday, Wednesday, Thursday and Saturday from 1 P.M. to 2 P.M. until December 13. See Tom Melella in the Women's Recreation Room.

JAMAICA — Monday, Tuesday, Thursday, Friday and Saturday until December 13 from 12 noon to 1 P.M. See Al Chiarella in Men's Recreation Room.

As provided in Article X, Section 2 of the Local 1-S Constitution and By-Laws, a member may be placed in nomination by the signatures of at least 100 members who are in good standing at the time they sign the petitions.

Who Is Eligible?

All members of Local 1-S in good standing for at least twelve months prior to nomination are eligible for any of the Union's elective offices, and all members in good standing are required to vote. Article X, Section 10 of the Union's Constitution provides that,

"Should any eligible member fail to vote at the election for officers of the Union, such member shall be liable for a \$1.00 assessment to the Welfare Fund unless excused."

Posts Open

Offices for which nominations are in order are: President, First Vice President, Second Vice President, Financial Secretary, three Trustees, three Welfare Board representatives and two Sergeants-at-Arms. One additional Welfare Board will be elected from each of the Branch Stores.

Deadline

Nominating petitions returned by mail must be addressed to the Local 1-S Elections and Objections Committee, 290 Seventh Avenue and must be postmarked no later than midnight, December 14th. Petitions returned in person must be at the Union office no later than 2 P.M. Saturday December 13th.

Squeeze Play Backfires — Ends In Raise, Back Pay

Sylvia Bilsky, of the Controllors Office, was caught in the middle of a Macy squeeze play. Promoted without a raise because "job review time was coming," she was denied a raise when review time came because "she hadn't been in the department long enough to be properly rated!"

When Shop Steward Isabel Favoroso got wind of what Macy's was up to she lost no time in writ-

ing up a grievance. She pointed out that in her view, and in the Union's view, Sylvia's promotion alone proved that Macy's recognized her ability and that on that basis, with none other needed, Sylvia was entitled to a raise.

The Shop Steward's logic was so clear and the demand so sharp that Macy's surrendered. The victory won a raise of \$1.50 a week, retroactive to January, 1952.

When Steward Favoroso was asked, "Do the Union members take victories like this for granted?" she replied:

"When I told Sylvia the good news she got all excited. She shook my hand, told me she was thrilled and expressed the deepest gratitude."

"The people don't take anything for granted. They know that everything we get we have to fight for, and only because they know the full strength of Local 1-S is behind them are they ready to battle for what they think is rightfully theirs."

"This kind of finish to a grievance is one of the important things that makes being a Shop Steward worth while. So help me, I think I was just as excited by the outcome as Sylvia was!"

Said Office Division Administrator Dorothy Pandolfini, "Both Sylvia and Isabel have been congratulated for their victory. But there is something even more important to be seen in this. Isabel has given Macy's a little more proof that our Stewards are on the job, and that as a result our entire Union is strengthened — both for the day-to-day fights and for the big one that may lie ahead!"



Annette Carmel is the proud owner of Defense Fund receipt Number 1.

Members Jump Gun, Rush Defense Fund Payments

Annette Carmel, 940 Department, was the first member of Local 1-S to pay the recently approved Defense Fund assessment. Annette was not content to pay just the first month's extra dues, but turned over a check that pays her up through February.

She said, "I admit that part of my haste was to get it off my mind, but it was on my mind because I know how desperately important this fund is. This is my way of saying, 'Watch out Macy's, I'm backing my Union and there are 8000 more just like me!'"

Beating The Gun

Next in line to beat the gun on collection of the fund was 10 Manufacturing, whose Shop Steward Mary Delfino brought in the extra dues from the entire department.

The Union's schedule, as indicated in a letter to all Shop Stewards, calls for the collection to be made during the fourth pay period of each month until the signing of a contract some time in 1953. Each Steward will be issued a departmental receipt book, for which he will be responsible.

The Steward will be provided with an up-to-date roster of his department each month, will enter all the names of people assigned to the department in the receipt book and will then make the rounds. An original receipt left in his book means that the person whose name appears on that receipt has not paid. In this way the Union will be able to bill delinquents promptly and take appropriate action to help the individual member make his Defense Fund payments on time.

Funds Returnable

All monies collected for the Defense Fund are returnable to the participating members in the event that no strike is necessary to win a satisfactory contract agreement. As provided for in the Local 1-S Constitution, only the membership can call a strike.

MACY BEATS DRUM WAR WHOOP FOLLOWS

Macy's beat the drum — from the propaganda drum, then the drum itself.

The propaganda drum boomed out a message of hope. "For you," it said, "there are over 1000 prizes which add up to more than \$16,000 in value . . . How about a sleek mink stole, a Persian Lamb coat, or a TV set?" it asked. "Or are you dreaming of a G.E. refrigerator instead of a White Christmas?"

It all sounded pretty good — "In fact," said one of our Office Division correspondents, "It was too good to be true — and it wasn't!"

The men and women of the Office Division were to have been given tickets to be filled out with name and staff number. They waited and waited and finally got tired of waiting. They asked management to kindly explain what happened to their chance to be a winner.

Management was kind enough. They said that maybe it was just an oversight. On second thought they suggested that maybe thoughtful executives had decided to spare the hard-pressed workers (for the first time in the memory of living Macy workers) and had filled out the tickets and dropped them in the drum themselves.

Said one member of Local 1-S who was not a winner, "Macy's has made all of us very evil minded. We do not think that tickets were made out for us. I think we wuz robbed, and now my wife will have to wait another year for her mink stole. In the Office Division we believe that Macy's figured the quietest way to beat the drum was to not put anything in it. We wonder how many others were left holding the stick while Macy's was beating the drum!"

**FREE
LEGAL AID CLINIC
at the
UNION OFFICE
Every Wednesday
5 to 7 P.M.**

PERSONALS

FOR SALE—Ranch Mink Stole, brand new. Macy's price \$559. Will sell for \$450 (no tax). See Miss Haber in the Tea Room.

FOR RENT—Working girl or woman preferred for nice quiet room in Brooklyn. Near all transportation. All privileges included. Call BU 6635 after 7:15 P.M.

Personal ads for the Local 1-S NEWS must be received at the Union office by the 1st or 15th day of each month. Ads received on the 1st will appear in the issue dated the 15th. Those received on the 15th will appear in the issue dated the 1st of the following month. This is offered as a service to members of Local 1-S and there is no charge for personal ads.

MEDICAL PLAN—For the name and address of the doctor, dentist or podiatrist nearest you **CALL the Union Office — WA 4-4540 or Associated Physicians Medical Group—BU 8-4296 (Night or Day).** Complete schedule of fees available upon request.
BLOOD BANK—If you need blood from the Blood Bank **CALL Elizabeth Hammond at the Union Office—WA 4-4540.**

TO THE EDITOR

MANY THANKS

Please accept my thanks and sincere appreciation for the kindness shown me during my recent illness. I received the Union's lovely gift and card.

I'm also very grateful to our Union for recommending me to Dr. Nathan Mintz. His human kindness and his studied care of his patients brings one back to normal much sooner than usual.

We are indeed fortunate to have Dr. Mintz on our panel.

Very truly yours,
M. Burnstein, 5 Dept.

CARRY ON

I wish to thank Local 1-S, the Health Plan and Miss Tepper for the prompt manner in which the claims were handled and checks mailed after submitting the forms filled in by the obstetrician and hospital.

Thank you again, and carry on your splendid work.

HEALTH PLAN NOTE

If you plan to take a leave of absence for more than 30 days or if you leave the store and wish to continue your Health Plan coverage on a direct payment basis **YOU MUST see the Local 1-S Health Plan Consultant at the Union office within 30 days from the end of the month in which you leave the store. Protect yourself — protect your family — protect your benefits. Be sure to come to the Union office on time!**

I am certainly honored to belong to the Union and will do anything within my power to help carry on.

Very sincerely,
Alma Crooks Ortiz,
21A Dept.

WE'D LIKE TO HEAR

We would all like to hear what

our readers have to say about the issues of the day that effect our lives. What do YOU think about Macy's refusal to abide by Arbitrator Stein's award? What's on YOUR mind?

Share your thoughts with your Union brothers and sisters. Write your Letter to the Editor, **TO-DAY!**

20% Less For Cash!

Since the recent drawings in Macy's contest (there were some entries, even though many were omitted by "oversight") we've been hearing some sad stories.

Reports have reached us that some of the winners have requested the company to keep their merchandise and credit their DA's with the cash equivalent.

One winner told us that she offered her prize back in exchange for a cash allowance far below the listed value of her prize. She told management that her husband has been ill and out of work for many months. She did everything her substantial pride would allow her to do in order to get some hard cash with which to help solve some of her problems. Macy's refused to even seriously consider her request.

The unhappy winner remarked, "If I were a customer and had bought this prize at its price tag value I could return it and have it credited to my DA, but since I'm a 'lucky' winner of a Macy hand-

out I'm stuck with it unless I can sell it to someone I know!"

Another of the "fortunates" on the lookout for a buyer commented, "I need my prize like a hole in the head. What we need is more of the hard cash that pays the rent and buys groceries. I wouldn't mind if Macy's was willing to give raises and prizes, but when we have to fight hammer and tong to wring a raise out of them I say let them keep their prizes!"

Sentiment of this batch of winners seemed, on the whole, no different from early winners of luxury trips to Bermuda who traded their tickets for sorely needed cash and still others before them.

Vice President George Gurian said, "Local 1-S has no objections to Macy's giving things away just so long as they don't try to make them a substitute for raises and security. Only the Union guarantees that every man and woman is a winner. We do that by working together and winning the gains that really count!"

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